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The results show that the military families experience daily military-vs.-family conflict.

Some of these families manage to reconcile the competing demands of the two domains and hence "live in peace" with the military vs. family conflict. Other families are not very effective in coping with the double sources of stress, from the military and from the family, and therefore constantly struggle with the military vs. family conflict. Various profiles of families "living in peace" and "living in struggle" with the military vs. family conflict, were identified.

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RELATIONSHIP BETWEEN THE SOLDIER  
IN THE MILITARY UNIT  
AND THE MILITARY FAMILY

ANNUAL REPORT

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# FOREWORD

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## PREFACE

This work is a result of a combined effort by three organizations: The Department of Military Psychiatry at Walter Reed Army Research Institute (WRAIR), with Dr. David H. Marlowe (Head of the Department), COL. Larry Ingraham and Dr. Kathleen (Saczynski) Wright; The Department of Behavioral Sciences in the Israeli Defence Forces (IDF), with GEN. Matan Vilnai (Deputy COS for Personnel) and COL. Shlomo Dover (Chief Psychologist); and the Israeli Institute for Military Studies, with its personnel.

The special assistance given by these organizations and individuals is gratefully acknowledged.

## BACKGROUND

### Military Families Studies

Research in the area of stress and family has indicated that effective adaptation to stress is influenced by several classes of variables, such as: The nature of stressors, coping capacity of family members (personality dispositions, quality of the interpersonal relationships, prior experience with stressful situations and problem solving and family management skills) and the availability and nature of family support system (Billings and Moos, 1981; Cutrona, 1986; Folkman et al. 1986; Imig and Imig 1986; Kobasa, 1982; Mechanic, 1976; Walker, 1985).

The relevance of this work for military family populations was clearly illuminated in conjunction with the Israeli experience of neuropsychiatric casualties during the 1973 Arab-Israeli conflict (Noy, 1978). Basically, the Israeli findings suggested that combat soldiers, who were experiencing significant levels of pre-existing social stress also showed higher risk of becoming combat psychiatric casualties. Additional work in this field (e.g., Neumann and Levy, 1984) has served to highlight the dynamics of this problem (see also a review by Belenky et al., 1983).

Consequently, a great deal of research has been undertaken to investigate the dynamics of the relationships between families and the military under a variety of circumstances. Van Vranken et al (1983) investigated the stresses of soldiers and their families experiencing lengthy peace-time separations due to the multinational peacekeeping

force in the Sinai. Wood and Gravino (1987) examined the coping modes of "waiting" wives of Army husbands serving in this MFO on Sinai. Lewis detailed the effectiveness of adequate family support both during peacetime deployments (1984b) and in a combat mission (1984a). Martin (1985) has studied the re-configuration of family-unit relationships resulting from the Army's New Manning System. Martin and Ickovics (1987) compared the relationships among marital satisfaction, military way-of-life satisfaction and general quality of life reported by first term wives and cadre wives. In addition they examined the effects of wives employment on their well-being. Several survey studies were designed in an attempt to elucidate family-related predictors of military personnel's retention (McCalla et al. - DOD survey, 1986; Dansby and Hightower - Air-Force survey, 1984) Special studies, focusing on issues such as the needs of first-term families (Lewis, 1985) and the needs of families stationed OCONUS (Schneider and Gilley, 1984 and Lewis, 1984) have also been investigated. Finally, Katz's (1988) research has been designed to examine the impact of unit cohesiveness on the sources of stress in drill sergeants' families and their consequences on the spouses' relationships.

From these and other works (notably, Lidz, 1946; Bay and Lange, 1974), it has become evident that family support and positive family-unit relationships may play a crucial role in increasing combat readiness, enhancing the soldier's sustainability during combat, increasing the soldier's ability to cope with daily stress and increasing retention rates. At the same time, it has long been recognized by commanders that troubled families create troubled soldiers who, in turn, can create problems within the unit.



However, some of these findings also suggest that the cause-and-effect direction, in fact, might be reversed, and that mutual causality between unit and family dynamics exists in reality. That is, a strong commitment of the soldier to his unit and a high level of unit morale and service satisfaction may effect the entire family's well-being and, hence, improve the quality of life for all members of the military family. Likewise, severe military stress, heavy demands and lack of commitment or low morale in the soldier's unit may well generate further stress in family relationships and seriously impair the family's well-being (e.g., Katz, 1988).

The studies mentioned earlier, pertain primarily to the relationships between military units and military family within the American armed forces, and principally within the context of a peacetime era. A broader perspective, however, is required in order to prepare for future situations and changing conditions. For example, transcultural studies of the relationships between the military unit and the military family would assist in the assessment of the effect of the military organization per se, as it is differentiated from the effect of the local culture. We have expected that, indeed, some of the situational stresses of military life will transcend cultural boundaries and could be considered the 'universal' components of military life. Further, it was critical to examine unit-family relationship during war-time and/or periods of military tension, when different modes of mobilization occur and when different sources of stress are in effect.

The Israeli Defence Forces (IDF), with its ongoing involvement in war and combat-related activities and with its diverse types of military service, has provided an excellent scientific framework for

such trans-cultural and prospective study. In order to comprehend fully the dynamics of the military-vs.-family relationship within the IDF framework, it is necessary first to get acquainted with the unique features of each type of service in the IDF - the compulsory service, the reserve service and the permanent corps service. A brief description is provided below.

#### The IDF Characteristics

The IDF is divided into three principal components:

a. Compulsory service, which is based on a full draft system for both males and females and into which virtually all male citizens and the majority of females are conscripted at the age of eighteen.

b. Reserve service, which is the largest component of the Israeli armed forces and which is, in fact, its main fighting reservoir in times of war.

c. Permanent service, composed of career officers and NCO's and provides the core leadership and training structure for the entire IDF.

Family involvement with the military unit is apparent in each of the three types of services. For the young conscripts (normally 18 to 20 years old) who are serving their compulsory service period, parents and siblings both influence the conscripts' attitudes and serve as primary motivators from the prospective service periods. Family members also follow their soldiers closely throughout the two (for females) and three (for males) years of the mandatory service periods. During this period, the family attitude may fluctuate from worry and concern to encouragement and pride in the young soldier's service. Under difficult or unusual circumstances (especially combat or the threat of combat), still other modes of psychological

responsiveness will be found. For example, at such times, special front-line communication lines will be arranged in order for the combatants in the front lines to contact their families at home directly.

The IDF reservist is sometimes referred to as an "active duty soldier on eleven months annual leave." Each year, reservists are called up for a month of active duty until they reach the age of fifty-five for men or twenty-four for women. For most of them "military" and "family" are not disparate concepts, but rather are closely integrated issues. In their daily, civilian life, reservists are frequently preoccupied with the reserve service concerns; moreover, whenever they are on their month of active duty, their concerns for their families and their civilian business become a major source of stress. Quite frequently, when the reservists are deployed into actual war activities, the family which remains behind is their over-riding concern. Reserves-duty, in Israel, then, is not just the soldier's business, performed for one month of the year. Rather, it is the business of the entire family.

It is, however, with the permanent military corps personnel that the relationships between the family and the military becomes a serious issue, one which persists throughout the entire year and usually for fairly long periods. If service in the IDF is seen as demanding for conscripts and reservists, then service for the permanent corps personnel (especially those in front-line units) is perceived as extremely wearing. The frequent operational activities and the common norms of excessively long work days (where it is not unusual for a field unit to be fully activated for 18 to 20 hours, six days a week), all make the choice of a military career a great

personal sacrifice for the permanent corps members (Gal, 1986).

In addition to the occupational stress, permanent corps members also frequently experience the stress of separation from their families. With few exceptions, the IDF does not provide on-post quarters for military families, and therefore, career officers and NCOs must commute between their duty stations and their homes which are located in various civilian centers in Israel. Since the workload may well prevent or seriously curtail daily commuting, many families are together only on weekends.

Finally, we must remember that pervading all ranks, occupations and units in the IDF, regardless of the type of service, is the very real physical risk of combat-related injuries or death. Casualty rates among officers and NCOs in commanding positions have been especially high -- about 20% of the total number of Israeli commanders, compared to an expected international average of about 10% (Rothenberg, 1979). Like the conscripts's parents during the compulsory service period and the reservist's family during the active duty period, the permanent corps member's family carries a heavy burden in terms of the worries and concerns which they express for their loved one. Unlike the former two groups, however, the latter family is exposed to these threats continuously for many years.

The current study thus focuses on a type of service which is the "strongest rival" of the family - the permanent corps service.

Since this project addresses the cross-cultural aspects of the military and family relationships, it is necessary first to point out the differences between the American armed forces and the IDF.

### American and the IDF Military Differences

Three main areas, in structure and in nature, distinguish the Israeli military from its United States counterpart:

a. Unlike the all volunteer force of the United States, the IDF is composed of drafted conscripts who, upon completion of their compulsory service, become reservists. The only component of the IDF which is a true "volunteer" force (and hence the most comparable to the U.S. forces) is the permanent corps. The latter, however, comprises only 10% of the IDF's total troop strength.

b. Due to the small geographic size of the country (Israel is approximately the size of the state of New Jersey), relocation of military personnel does not necessarily mean that the family will be relocated as well since families tend to maintain permanent civilian residencies. Thus, the stress which American military families experience with multiple career moves is replaced by the stress of enforced long-distance commuting for Israeli soldiers and their families with the potential for more extensive family separations on a routine basis.

From the point of view of an American military family member, then, it would appear that there is a great deal more stability, especially in the social environment, for the Israeli military family. Indeed, one area of stress which American military family members mention frequently is that associated with career moves predicated on the soldier's duty assignment. Many family members feel that the soldier carries with him a built-in social and occupational support group through the unit and that the burden of adjustment falls perpetually on the family members. In Israel, however, the

burden of adjustment falls on the soldier who "follows" the family as he or she returns home from each new duty station.

c. Military service in Israel is considered, first and foremost, to be a national service, response to a perceived threat to the mere survival of the state of Israel. In Moskos' terminology (1977), military service in the IDF is primarily perceived as institutional (i.e., serving for purposes transcending individual self-interest, in favor of a presumed higher goal), rather than occupational (i.e., anchored in market-place principles). During compulsory service, conscripts do not earn a salary (except for minimal "pocket money"). Nor do reservists receive any additional monetary compensation during their month of active duty; however, they maintain their civilian salaries for that period. Further, although the permanent corps personnel receive generous monetary compensation, these are not the major incentive for a permanent military career (Gal, 1986). Rather, it is their sense of duty and the meaningfulness of what they perceive as their errand which characterize and define the incentives of the career Israeli soldier (Gabriel and Gal, 1984).

### Objectives

The main objective of this study was to explore the dynamics of the military-vs.-family relationships from the point of view of the IDF's permanent corps member and his family.

Specifically, sources of stress within the two domains - the military unit and the family - and coping modes of the family as a unit, were investigated. We assumed that there was a rudimentary conflict or competition between the military organization and the family for the soldier-husband, yet believed that some service-men and their families managed to reconcile such competing demands.

Hence, we have attempted to develop a typology of families "living in peace" and families "living in struggle" with the military versus family conflict.

## RESEARCH METHOD

The present study is primarily exploratory in nature, rather than a hypothesis-testing research. Its goals, as well as its methods, were aimed to unravel the intricacy and complexity of the military family dynamics. Hence, the sample, instruments and procedure have been designed to serve this exploratory effort.

### A. Sample:

One hundred permanent corps service-men and their families were randomly selected (by means of the IDF computer) to participate in the study. An attempt was made to assure an adequate representation (although not statistical representation) of soldiers from all three services (Air-Force, Navy and Army), officers as well as NCO's, combat soldiers as well as support and administrative personnel. The full composition of the research sample and return rates are described in Appendix #1).

### B. Instruments:

The present research project involved several research techniques:

1. An in-depth semi-structured interview conducted with the soldier and his spouse, separately. The major topics covered in the interview include:

- \* Military service/wife's job (evaluation of job features, relationships with peers, commanders, subordinates, future plans in the army, etc.).



- \* Family life (functioning, task division, impact of military service on family).
  - \* Sources of stress and conflict in family.
  - \* Modes of coping with stress and conflicts.
  - \* Husband-wife communication patterns.
  - \* Overall evaluation and satisfaction with marital relationship.
- 
- \* Wife's commitment to the military organization.
  - \* Wife's support for the husband's military service.
  - \* Parenting.
  - \* Social support.
  - \* Social life and leisure time patterns.
  - \* Perceptions of the Israeli society views toward the permanent army corps.
- 
- \* IDF attitudes toward the military families and policies associated with those families.

The husband's interview form is presented in Appendix #2. (The wife's interview corresponds, basically, to that of the husband).

Analysis of the interview data: For purposes of data analysis and interpretation, a content analysis scheme was developed, including both quantitative and qualitative measures. All the interview responses were coded according to this scheme. Inter-rater reliability was assessed on 20% of the interview protocols. The correlations (Pearson r) ranged from .67 to .95 with a median of .77.

2. A battery of questionnaires. This battery included two forms - one for the husband (the soldier) and one for his spouse, with

comparable and cross-validated type of items. Some of the items came from previously used questionnaires and inventories, while others were specifically constructed for the purpose of this study. The entire battery was designed to assess the following dimensions:

demographics, occupational life and job (service) satisfaction, job (service) stress, social support at work (in the military), characteristics of family life, social support in family life, marital stress, marital conflict, marital communication, work and family interface, parenting, well-being, patriotism and attitudes toward IDF.

(The husband's questionnaire is presented in Appendix #3)

3. The Intimacy Questionnaire, administered to children, ages 9 and over. This is a modified version of the Intimacy Scales (Sharabany, 1974), measuring a child's perceived intimacy with each of the parents. Eight indices were derived from these Intimacy scales:

Frankness and spontaneity: To what extent is the child frank and spontaneous with each of the parents, in sharing pleasant as well as unpleasant information, emotions, fears, hopes and plans.

Knowing and sensitivity: To what extent does the child know about his parents: facts, tastes, preferences, needs, emotions?

Attachment: The degree to which the child likes his parents, feels disturbed by their absence, and attributes significance and value to his/her relationship with them.

Exclusiveness and privacy: The extent to which the child tries to be together with the parent and the degree to which he/she prefers each parent over any other person, to the exclusion of others.

Giving and helping: The extent to which the child expresses

support (emotional support) and gives instrumental help to each of the parents.

Taking and imposing: The degree to which the child accepts aid, feels free to ask for help, and accepts advice from parent.

Common activities: The degree to which the child works together and play with each of the parents and enjoys those joint activities.

Trust and loyalty: The degree to which the child believes that each of the parents will keep promises and secrets and will also act for his/her best interests.

4. "Family Sculpturing" - an interactive task, in which family members are required to construct a family sculpture using themselves as materials. This technique has been formerly used for clinical purposes in family therapy, but never before as a research instrument. The present project provided a suitable framework for converting the "family sculpturing" into a research technique. In our study, it was applied to 15 families. Some initial measures designed to assess family dynamics, e.g., dominance patterns, cooperation, permissiveness, expression of affect, etc., were developed. (The initial development of this research instrument was carried out by Tirtza Zeidenveber).

5. Group Discussion. At the conclusion of each data collection period (see next section), a group session was conducted in which 12-15 couples participated. The major topic of this discussion was the wife's commitment to the husband's service and to the military organization.

### C. Procedure:

The research procedure involved two phases. The first step was

sending letters to the civilian address of those service-men who were selected to participate in the study. The reason for mailing the letters to the home address, was to emphasize right from the beginning that the research focus would be on the family as a unit rather than merely on the service-man. The letter contained an explanation about the study and an invitation for the entire family to participate in it. Enclosed with the letter of invitation were the following:

- a. A consent form for both spouses to sign if they agreed to participate in the study, and their indication of the most convenient dates out of five alternatives.
- b. A copy of a letter from the Chief Psychologist of the IDF, approving the study and encouraging the members to participate.

The second phase involved data collection. The sampled families, who had agreed to participate in this project, were invited in groups of 12 to 15 families each, to spend a weekend at a guest house in Zikhron Ya'acov. (This small town, located on the slopes of Mt. Carmel in the northern part of Israel, is not just the home town of the IIMS, but a resort area known for its pleasant weather, scenery views and quiet environment). During that weekend, the spouses were administered the questionnaires and the interviews, and the children (9 years old and up) filled up the Intimacy Questionnaire. Fifteen families in the sample also participated in the "family sculpturing". The group discussion and rap-up session concluded the week-end meeting. The responses to the questionnaires and the interviews remained anonymous. Each family was assigned a code number, and only the research director had access to the list which linked the code numbers with the family names.

A pool of 20 interviewers was carefully selected from the

graduate programs of clinical psychology (at the Haifa, Bar-Ilan and Tel-Aviv Universities) and was trained at the Institute to conduct the individual interviews. Ten interviewers were scheduled for each weekend to administer the in-depth interviews with husbands and wives. Three additional research assistants helped to conduct the "family sculpturing".

Data collection for the project continued throughout all the weekends of May and June 1987.

#### D. Measure.

A group of summary measures were constructed, which served as the major indices, out of the vast number of variables available from the data collected. A detailed description of these indices and some key items to be reported later is presented in Appendix #4.

## RESULTS

As indicated earlier, the major thrust of this project was to elucidate the conditions and processes whereby balance between family demands and military responsibilities can be achieved.

In an attempt to depict as broad perspective of these processes as possible, two

units of analysis were utilized:

- a. individual scores, that is, measures based upon the wives, husbands and children, separately.
- b. couple scores, which denote arithmetic differences between the service-man's score and his wife's.

In the following sections, the results are presented according to these topics:

1. The Families' Reactions to the Project.
2. Background Characteristics of the Families in the Sample.
3. Major Difficulties in Military Families.
4. Modes of Coping with the Military-vs.-Family Conflict.
5. Perceptions of Children in the Military Families.
6. A Model for Tracing Factors of "Living in Peace" with the Military-vs.-Family Conflict.
7. Family Profiles: "Living in Peace" and "Living in Struggle" with the Military-vs.-Family Conflict.

Between-groups comparisons according to the following dimensions will be intertwined in each of the sections:

1. Services - Air-Force, Navy and the Army.

2. Rank - Officers vs. NCO's.

3. Role - Combat vs. Combat support and combat-service support  
(hereafter be labeled combatants vs. noncombatants).

#### 1. THE FAMILIES' REACTIONS TO THE PROJECT.

Four dominant reactions have emerged from the group discussions and rap-up sessions:

- a. In general, the families expressed positive feelings, appreciating the fact that some attention has been paid to permanent corps families.
- b. The families, and especially the women, were thankful for the opportunity to "ventilate" their distress and discuss it as a couple.
- c. Members of the families in the sample, showed readiness to contribute and aid beyond the current research project.

#### 2. BACKGROUND CHARACTERISTICS OF THE FAMILIES IN THE SAMPLE

The major background characteristics of the families in the sample are summarized in Table 1 below.

TABLE 1

## BACKGROUND CHARACTERISTICS OF THE FAMILIES IN THE SAMPLE

(The numbers in parentheses are the standard deviations)

THE VARIABLE	WOMEN	MEN
Age	mean: 33.5 (4.71)	mean: 36.07 (4.41)
Length of marriage	mean: 11.29 years (4.94)	
Number of children	mean: 2.54 (.89)	
Place of Birth	Israel: 75% Asia, N. Africa: 10% Europe, N. America: 15%	Israel: 63% Asia, N. Africa: 19% Europe, N. America: 18%
Ethnic Origin	Israel: 19% Asia, N. Africa: 23% Europe, N. America: 58%	Israel: 12% Asia, N. Africa: 30% Europe, N. America: 58%
Education	elementary: 2% high school, incomplete: 23% high school: 19% higher: 23% academic: 34%	elementary: 2% high school, incomplete: 22% high school: 22% higher: 14% academic: 42%
Devoutness of the family	nonreligious: 66% traditional: 32% religious: 2%	
<u>Job Characteristics</u>		
Time in job/service	mean: 5.82 years (4.35)	mean: 12.88 years (4.92)
Time in current rank		mean: 36 months (27.6)
Time in Current Position		mean: 24.8 months (15.3)



TABLE 1 (cont.)

THE VARIABLE	WOMEN	MEN
Job Applicable to Civilian Life		Yes: 67% NO: 33%
Job Outside the Home	Yes: 76% NO: 24%	
Occupation	teachers: 27% clerks: 31% welfare related jobs: 5% medical and para-medical: 3% laboratory workers: 10% self-employed (e.g. shop owners): 3% social sciences (psychology, economics, etc.): 6% IDF, police: 2% blue collar: 2% house-wives: 5%	
Hours Worked Weekly	mean: 30.44 (10.4)	
<u>Characteristics of the Living Arrangements</u>		
**Dwelling area	major cities: 24% boroughs: 43% developmental towns: 11% rural settlement: 6% cooperative settlement: 3% kibbutz: 2% military base: 4% recently established settlement: 3%	
**Type of Dwelling Arrangement	apartment: 75% duplex: 7% private home: 17%	
**Number of Rooms	mean: 3.76 (.91)	
**Has Military Service Influenced the Choice of Dwelling Area?	yes : 36% somewhat: 14% no: 50%	

THE VARIABLE	WOMEN	MEN
Satisfaction with the Dwelling Area dissatisfied: 16%	satisfied: 50% somewhat satisfied 34%	
Financial Status	very high: 3% high: 29% average: 59% low: 9%	
**Ownership of Private Vehicle		yes: 36% no: 14%
Frequency of Serviceman Homecoming		daily: 80% once a week: 17% once in 2 weeks: 3%
Time at home (after work)		around 6 pm: 23% 6 to 8 pm: 49% after 8 pm: 21%
Degree of Certainty re: End of Working Hours		high certainty: 24% intermediate certainty: 46% low certainty: 30%
** data extracted from a questionnaire of one spouse, yet apply to the entire family.		

The background characteristics just presented indicate that the majority of the women are employed outside their homes (76%), predominantly as clerks (31%) or school teachers (27%). Moreover, the military wives usually do not hold full-time jobs, but rather work an average of about 30 hours a week. These data seem to suggest that the husbands' military service interferes with the spouses' opportunities to develop an independent career; the latter usually choose part-time jobs with convenient working hours.

Most of the families in our sample belong to the middle and upper-middle class (on the basis of the living arrangements information, car ownership, and etc.), yet only 32% have rated their financial status as "very high" or "high".

The majority of the participating families live in either boroughs or major cities. Over one third of the women have claimed that the choice of dwelling area was influenced by the husband's military service. Nevertheless, 50% of the military wives have felt satisfied with their dwelling area.

The background data have revealed that the majority of servicemen in our sample arrive home daily (80%); however, a sizeable group of them cannot be certain about the time when their work day will end, and in reality, it usually happens late in the evening.

### 3. Major Difficulties in Military Families

The military service poses high demands not only on the serviceman but on the entire family. The husband constantly experiences the military-vs.-family conflict, and his wife does not feel that the family "wins" in this fierce competition.

About 80% of the military wives have reported that there is

negative carry-over of the military service into the family life; namely, service related stress is transferred and impinges on the family. The servicemen have indicated similar experiences, however less intense. Interestingly, the reversed carry-over, i.e., from the family into the military service, hardly exists; in the few cases where this has been mentioned, the positive impact was emphasized.

What constitutes the underpinnings of the negative carry-over from the military into the family? We turn now to examine the nature of family life of the permanent corps personnel. We will examine first the wives' experiences since they are charged a particularly high toll in the military-vs.-family competition.

Frequent states of intense stress seem to be the major difficulty reported by the military wives. Most of the female respondents (86%) have stated that such stress is by and large associated with the husband's military service. The husband/father inavailability for the family places most of the burden on the wife's/mother's shoulders. Moreover, the husband's frequent absence hinders planning family events and in many cases makes the wife feel lonely. Other difficulties reported by the military wives included financial strain and frequent mobility of the family. The latter interferes with the wife's opportunities to develop an independent career. On average, they reported job seniority shorter than 6 years, while they have been married on average for 11 years. According to the military wives, frequent moves of the family also seem to have adverse impact on the children's social adjustment and educational achievement.

Further evidence for the above perceptions has emerged from the quantitative data based on the interview and the questionnaire responses. The means of the relevant indices are provided in Table

2.

As can be seen in the table, not only do the wives experience intense stress, but they also complain about inadequate support for family matters. About 1/3 of the women, claimed having no support whatsoever in managing the family life. It should be emphasized, that lack of actual help from the husband becomes gradually transformed into the wife's recognition that she cannot count on his involvement in family life in the future, nor can she always rely on him in emergency situations.

TABLE 2

Description of the Questionnaire Indices (1) and  
the Interview Indices (2): means, STD and reliabilities \*

(1) index was derived from the questionnaire - response range: 1-7.

(2) index was derived from the interview - response range: 1-5.

Indices	MEN			WOMEN		
	mean	STD	reliab- -ility	mean	STD	reliab- -ility
<u>Job characteristics</u>						
"enriched" job	3.50 (2)	.58	item**	3.17	.73	item**
job satisfaction	5.41 (1)	.91	.68	5.55	.97	.95
job stress	3.95 (1)	.89	.73	3.45	.95	.93
<u>Family Life</u>						
conflict	3.10 (2)	.67	.74	3.40	.69	.85
stress	3.86 (2)	.74	.76	4.13	.59	.70
parenting evaluation	3.27 (2)	.72	.69	3.65	.56	.73
negative feelings about one's family life	2.83 (1)	1.13	.73	3.39	1.22	.71
advise in family matters	3.52 (1)	.89	.78	3.61	.39	.72
support in family matters	3.67 (1)	.92	.86	3.61	.95	.73
coping potential	3.52 (2)	.89	.71	3.68	.78	.74
coping success	3.67 (2)	.82	.81	3.63	.83	.71

Table 2 (cont.)

Indices	MEN			WOMEN		
	mean	STD	reliab- -ility	mean	STD	reliab- -ility
family-life satisfaction	3.63 (2)	1.04	.80	3.42	1.17	.67
<u>Spouses Relationship</u>						
communication effectiveness	3.75 (2)	.96	.65	3.77	.93	.83
marital satisfaction	6.26 (1)	.83	item**	6.00	1.20	item**
reliance on spouse	3.76 (2)	1.14	.75	2.69	1.30	.84
<u>The Military and Family Relationship</u>						
negative influence of military service	3.02 (1)	.89	.71	3.03	1.03	.79
wife's commitment to the husband's military service	3.44 (2)	.89	.78	3.03	.73	.76
spouse support for military service	4.13 (1)	1.94	item**	4.00	1.94	item**
recommendation to children to choose the military way of life	3.51 (1)	1.69	item**	3.17	1.68	item**
serviceman plans to continue service	4.12 (1)	1.86	item**	----	----	----
<u>Personal Feelings</u>						
self-fulfillment	4.15 (2)	.94	.69	3.57	1.21	.91
positive view of oneself	5.75 (1)	.83	.68	5.49	.98	.83
depression	3.60 (1)	.51	.78	3.81	.50	.32

TABLE 2 (CONT.)

Indices	MEN			WOMEN		
	mean	STD	reliab- -ility	mean	STD	reliab- -ility
<u>Attitudes and Policies of IDF toward Military Families</u>						
The Military Organization	2.04 (2)	1.16	.89	1.82	1.18	.86
The Commander	2.63 (2)	1.57	.95	2.57	1.59	.67
The Unit Norms	2.72 (2)	1.51	.95	2.51	1.42	.93

\* reliability estimates for questionnaire based indices are Cronbach Alpha coefficients; reliability estimates for the interview based indices are correlations between 2 raters - Pearson r coefficients.

\*\* item = a variable consists of one item only, thus no reliability estimate available.



In contrast with the military wives, the husbands, who feel caught in incessant conflict between the military and the family, appear rather "defensive" in their perceptions about their family life. Namely, they attempt to justify their military service by stressing its positive elements and importance, while minimizing the "damages" it might have caused in family life.

The data in Table 2, indicate that male respondents are more positive about their job characteristics ("enriched" job index) and have a greater sense of self-fulfillment in comparison to their spouses. They also view the attitudes of the military organization toward families in more positive light than do the wives. The servicemen's portrayal of their family seems less gloomy in comparison to the wives. These differences in the spouses' evaluations are reflected particularly in the family stress index and the overall family-life satisfaction index. Not surprisingly, the servicemen claim being much more confident in their wives' capability to manage the family tasks than vice-versa (see the reliance index). Interestingly enough, the male respondents over-estimate their spouses' commitment to the military career and the military organization. In fact, our findings portray a rather gloomy picture with regard to the wives' commitment to their husbands' military service. Apparently, most women feel they ought to follow their husbands' course of action; however, very few have any emotional obligation to the military. In other words, the military wife's commitment is to her spouse, not to the military way of life.

The serviceman's attempts to present merely the bright side of his military as well as family life, fail at the point of describing his role as a father. As can be seen in Table 2, the men's self-

evaluation in a parenting role are lower than their spouses. Moreover, they explicitly voiced a concern, that the military career adversely affects their relationship with the children. The military wives share this concern, however to a lesser degree. Conceivably, the latter are confident in their competence to function as a single parent, thereby preventing any serious damage due to the father's absence. Nevertheless, the servicemen appear frustrated and guilty at being hardly involved in raising their children.

#### Between Groups Comparisons

Several differences among the services were found regarding the major difficulties experienced by the military families. Overall, Air-Force families are more positive in their responses in comparison to Navy families and the Army families. The former, are more satisfied with their family life, experience less stress, wives seem to have greater sense of self-fulfillment and feel more committed to the military organization, and both spouses report more mutual support.

The more favorable attitudes and perceptions of the Air-Force families probably stem from the quality of man-power, the better service conditions and job characteristics, and also from the efforts invested by the Air-Force to provide support for those families.

Officers' wives appear more satisfied with their family life and have a greater sense of self-fulfillment than the wives of NCO's. The latter experience more stress, especially in the area of finances, in comparison to the former.

Interestingly, families where the husband serves as a combatant, report higher family-life satisfaction (wives and husbands) than their non-combatant counterparts. Moreover, spouses of the

combatants have a greater sense of self-fulfillment, in comparison to the spouses of servicemen in non-combat jobs. Conceivably, these differences stem from the necessity of the former to learn being independent, which gradually becomes their personal need and advantage.

#### 4. Modes of Coping with the Military vs. Family Conflict

Earlier we have showed that military service frequently constitutes a burden for the entire family. How does the family cope with the competing demands of the military and the family?

In our effort to gain an initial understanding of this "riddle", we examined the perceptions of both spouses regarding their coping potential, coping modes, coping effectiveness, marital relationship and personal sense of self-fulfillment. Means of these indices are presented in Table 2. The coping potential and coping effectiveness scores were assigned to each individual by the researcher who coded and summarized the interview data, and were based on the subjects' responses in the area of ways of coping.

As mentioned earlier, most families have indicated inadequate support in family matters. Nevertheless, their ratings of coping potential, especially by the women, are above average (see Table 2). Women's ratings of the coping potential are correlated with high quality of the spouses interpersonal relationship (communication effectiveness,  $r = .43$ ); marital satisfaction ( $r = .30$ ); self-fulfillment ( $r = .33$ ); and support in family matters ( $r = .33$ ).

Men's ratings of coping potential are also associated with the spouses relationships (communication effectiveness,  $r = .55$ ; marital satisfaction,  $r = .41$ ) and with job satisfaction ("enriched" job,  $r = .38$ ; self-fulfillment,  $r = .36$ ), but also with other elements not

found in the women's data, such as: wife's commitment to the military service ( $r = .33$ ) and potential reliance on the spouse ( $r = .32$ ).

The wife's evaluation of her coping potential, then, encompasses her personal strength (self-fulfillment) as well as emotional support provided by her husband (the spouses relationship) and potential support from other sources. The serviceman, apart from his personal strength, views his coping potential, with the military vs. family conflict, to a large extent dependent on his wife's actual support.

According to the spouses' reports, the most frequently utilized coping modes with the military-vs.-family conflict include:

a. Searching for instrumental solutions, that is, attempts to solve concrete problem of daily functioning, such as , child -care, shopping, household maintainance, paying bills, and etc.

b. Attempts at minimizing or distancing one's self from the military-vs.-family conflict; namely, efforts at self-persuasion that the problem does not exist, or that it is nonsignificant.

Reports of emotional coping, that is, searching for integrative solutions, were rather scarce. Emotional coping implies the couple's confrontation with the conflict, attempts at understanding its nature, the spouses' feelings about it and finally trying to devise mutually acceptable solutions.

How successful are the military families in coping with the military-vs.-family conflict?

Similarly to the evaluations of the coping potential, successful coping is also rated by both spouses as above average (see Table 2). The factors associated with successful coping include: the coping potential (men,  $r = .72$ ; women,  $r = .69$ ) and all the elements contained in the coping potential, i.e., high quality of

interpersonal relationship, a sense of self-fulfillment of the spouses, and practical and emotional support.

A sense of coping effectiveness is also reflected in both spouses overall satisfaction with family life (men,  $r = .60$ ; women,  $r = .41$ ), which can be considered one of the main criteria of "living in peace" with the military-vs.-family conflict (to be discussed in next section).

#### Between Groups Comparisons

The Army personnel ratings of their coping potential with the military-vs.-family conflict are lower than those of the Air-Force or Navy personnel. No differences in evaluations of coping potential were found among the wives of servicemen in the three services.

Husbands serving in the Air-Force appear more positive in their perceptions about successful coping in comparison to men in the other two services. As mentioned earlier, respondents from the Air-Force also view their family life more favorably than respondents from the Army and the Navy. The formalized support systems for the military families, which are better established in the Air-Force, presumably increase the likelihood of its personnel to deal effectively with family-life difficulties, associated with the military service.

No differences were found with regard to modes of coping between the wives of officers vs. the wives of NCO's, and the wives of combatants vs. the wives of noncombatants. By contrast, officers do rate their coping potential and coping success higher than NCO's. Similar differences were found between the combatants' and the non-combatants' evaluations of their modes of coping. The combatants view their coping potential and coping effectiveness more positively

than the non-combatants.

Conceivably, these discrepancies stem from differences in social desirability; that is, military personnel in prestigious positions (e.g., officers or combatants) tend to present an overall positive image (even if it is inaccurate) to conform with the normative expectations.

### 5. Perceptions of Children in Military Families

How does the father's military service affect the relationships of the children with each of their parents?

The perceptions of 47 children (28 boys and 19 girls), ages 9 to 14, regarding intimacy (i.e., closeness) with each of their parents were examined. Eight indices were constructed on the basis of these children's responses on the perceived Intimacy questionnaire. The means, standard deviations and reliability coefficients of these indices are presented in Table 3, reflecting the child's perceived intimacy with the father and with the mother, respectively. As can be seen in the Table, the children in our military family feel fairly close to both of their parents (all the means are above average), but their scores clearly show that in general they perceive a greater intimacy with their mother than with the father. It appears, then, that the servicemen's frustration and guilt feelings over their insufficient involvement in raising children, may be well justified.

Let us now examine the relationships among the children's perceptions of intimacy with their parents and the latter's reports about their job/service and family life. Our data point out, that the higher the sense of self-fulfillment among both parents, the more attached the child feels toward his/her parents, and especially to the father ( $r = .36$ ). In addition, children whose parents claim

having an adequate support system for family matters, report having more common activities, which they enjoy, with their father than children whose parents seem to lack support network ( $r = .31$ ). The child's perception of attachment to his/her mother, is correlated with support system in family matters reported by the mother ( $r = .40$ ); to her positive self-evaluation as a parent ( $r = .36$ ); and to high quality of the parents marital relationship (according to the mother, lack of conflicts,  $r = .32$ ). The child's reports of exclusiveness and privacy with the mother are associated with the mother's job-satisfaction ( $r = .41$ ); and availability of support in family matters, according to her reports ( $r = .30$ ); the father's inclination to extend his military career ( $r = .38$ ); and to his wife's support for such decision ( $r = .30$ ). Other components of the child's intimacy with the mother, such as, common activities, giving and helping, and taking and imposing, were also related to the mother's reports of having adequate support system to manage the family life ( $r = .30$ ;  $r = .33$ ;  $r = .40$ ; respectively).

To summarize, even though our data based on the children's responses are rather limited, they seem to suggest that effective coping by the parents with the military-vs.-family conflict (reflected in a sense of self-fulfillment, high quality of marital relationship and capability to muster support for managing the family life) is positively related to the children's relationship with both parents.

TABLE 3

Means, STD's and Cronbach Alpha of the Intimacy Indices

Index	Intimacy with Father			Intimacy with Mother		
	Mean*	STD	Alpha	Mean*	STD	Alpha
Frankness and spontaneity	4.68	1.04	.72	5.04	1.00	.73
Knowing and sensitivity	4.40	.95	.68	4.89	.94	.84
Attachment	5.17	.73	.76	5.17	.73	.80
Exclusiveness and privacy	4.38	.99	.54	4.61	.99	.68
Giving and helping	4.79	.81	.66	4.99	.79	.72
Taking and imposing	4.64	.82	.63	4.83	.89	.69
Common activities	4.36	1.11	.57	4.35	1.00	.73
Trust and loyalty	5.17	.76	.86	5.25	.94	.73

\* scale range: 1-5.



## 6. A Model for tracing factors of "living in peace" with the military-vs.-family conflict.

An attempt to elucidate the patterns of coping that allow "living in peace" with the military-vs.-family conflict as opposed to patterns that precipitate "living in struggle" with the competing demands of the military and the family - was the major objective of our research.

The findings so far have clearly showed that the majority of military families are struggling daily with the competing demands of the military and the family. Nevertheless, most of these families do not appear utterly helpless. Personal integrity, reflected in feelings of self-fulfillment, healthy marital relationship and an adequate support system facilitate effective coping with the military-vs.-family conflict. But, what is the price of such effective coping? In other words, are the families who cope effectively likely to remain contented and healthy within the framework of the military way of life for the long run, or will they be the ones to leave, eventually, the military for the sake of their family health?

In our efforts to answer this question, we examined the factors which underly the wife's support for the husband's continuation of the military service and the components of the service-man intentions to extend his contract with the Armed Forces. It turns out, that the "ideal" spouse for a service-man is a wife who is not only committed to her husband, but who is also committed, personally, to the military organization; at the same time she also feels self-fulfillment and is satisfied with her family life. The service-man's inclination to continue the military service is related to his confidence in the

spouse's support for such decision, his job-service satisfaction, his satisfaction with family life and his perception of effective coping with the conflicting demands of the military and the family system. These two sets of findings (related to the wife and the husband) suggest that the wife may be the key factor contributing to "living in peace" within the framework of the military way of life. It appears that, whenever the wife feels contented and committed to that way of life, the husband is also highly likely to "live in peace" with the military way of life.

A series of regression analyses were conducted in an attempt to examine the direct and indirect factors contributing to "living in peace" with the military-vs.-family conflict, by the military family as a whole. Three "couple-scores" served as criteria for "living in peace" with the conflict:

1. Satisfaction with the military way of life (as reflected in subjects' tendency to recommend their own children to choose the military way of life and choosing themselves that same way of life if given a second chance).

2. Sense of effective coping with the military-vs.-family conflict.

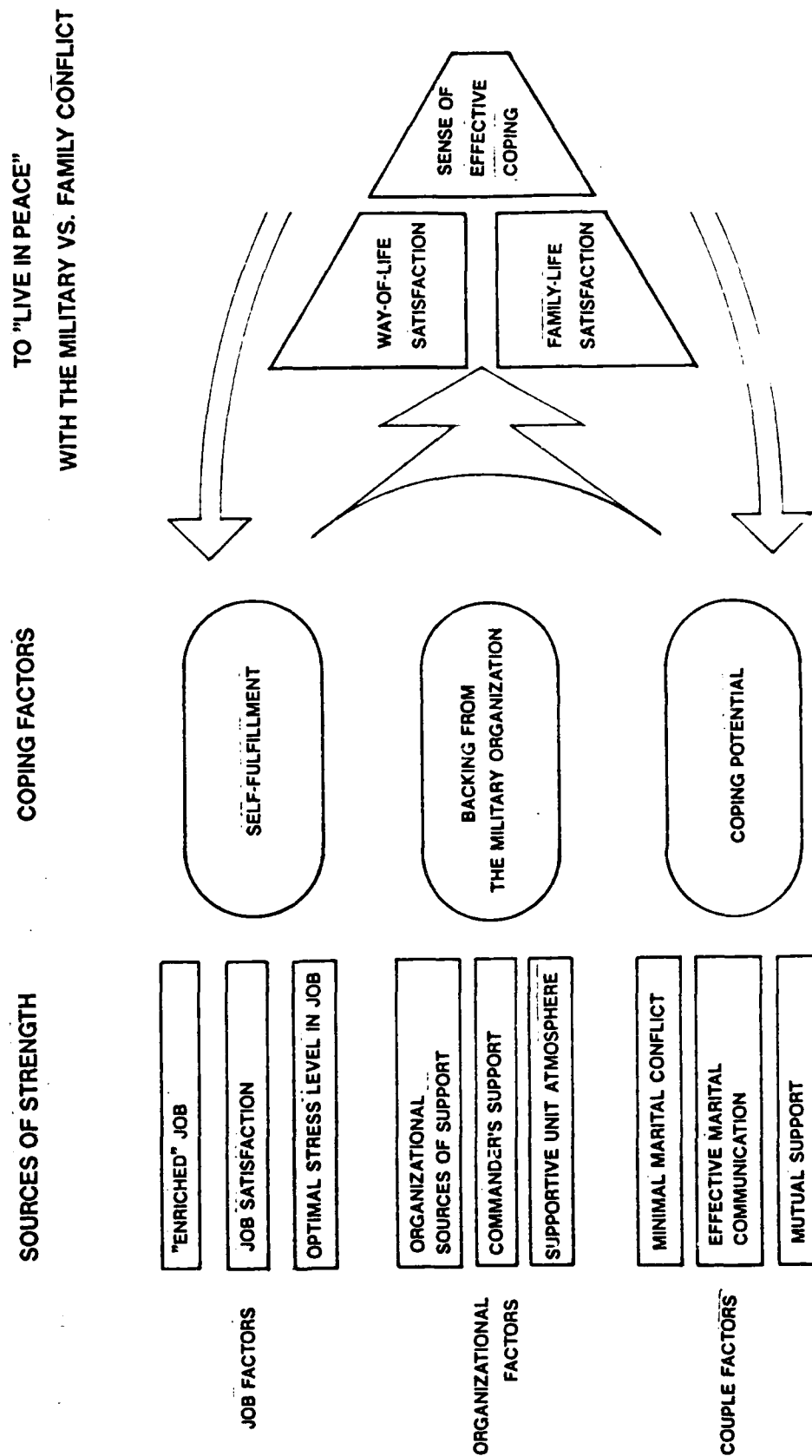
3. Overall satisfaction with family life.

Various factors related to the sources of the conflict and the ways of coping with it were examined against the three criteria mentioned above.

Figure 1 and Figure 2 depict the two major patterns of the suggested model. Note that, this model is by and large hypothetical, representing a conceptual effort to combine a variety of relevant variables into a meaningful framework. While it is based primarily on the current findings, further research is still needed to provide an empirical test of that model.

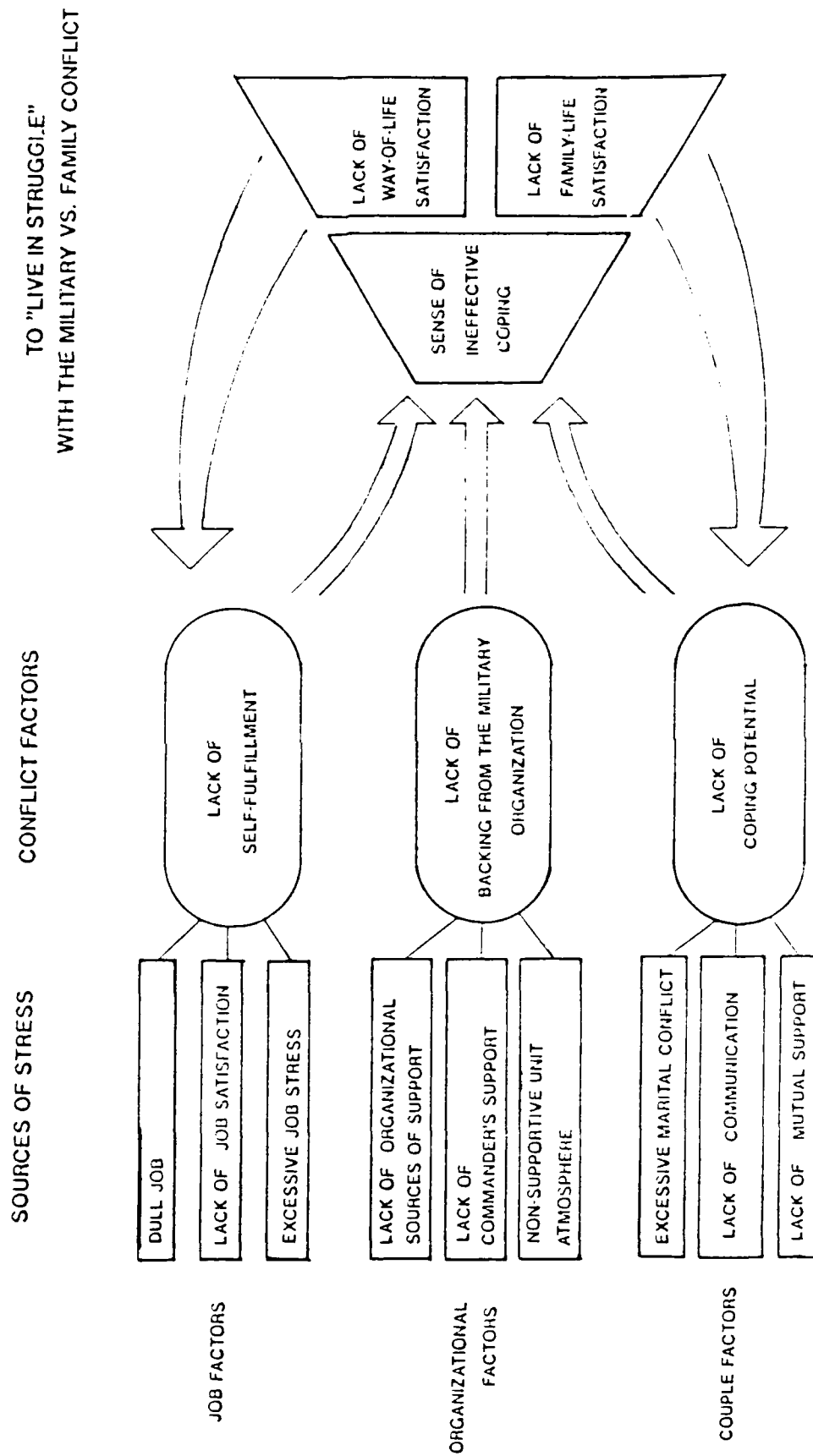
FIGURE 1

# THE "POSITIVE LOOP" - TO "LIVE IN PEACE"



# THE "NEGATIVE LOOP" - TO "LIVE IN STRUGGLE"

FIGURE 2



### Main Features of the Model

\* The final product (the dependent variable) of the model is the level of "living in peace" or "living in struggle" with the military-vs.-family conflict by the entire family. Each of these two states is influenced by three sets of factors: Self-fulfillment, support by the military organization and coping potential - in the case of "living in peace"; Lack of self-fulfillment, lack of support by the military organization, and lack of coping potential - in the case of "living in struggle".

\* Whenever these three factors operate in a "**positive loop**" they serve as components of the family's coping process, push the family forward and facilitate "living in peace". By contrast, whenever they operate in a "**negative loop**" they operate as components of the struggle process, block the family and intensify the conflict between the military demands and the family demands.

\* In both cases, there is a feedback link between the state of the family and the coping or conflict factors. In the former case - the "positive loop", the feedback is directed primarily from the coping factors to "living in peace". By contrast, in the case of the "negative loop", along with carry-over from the conflict factors into the family, there is also a feedback from the struggling family in the direction of the conflict factors and the sources of stress, hence a vicious circle that is self-perpetuating.

\*Both the coping and conflict factors are "nourished" by sources of strength or stress. These sources include three levels: job

factors, organizational factors and a couple factors.

\* The influence of coping/conflict factors is interactive rather than additive in nature. For instance, if the service-man gets support from the military organization and has a sense of self-fulfillment, but the couple lacks coping potential, he will most probably extend his military service, but his family will be most likely disintegrated. Conversely, if there is a considerable coping potential within the family, and both spouses have a sense of self-fulfillment, but no support is available from the military organization, the service-man will probably not remain in the military for long periods of time (depending, of course, also on his alternatives outside the military organization).

Similar examples may be derived from the "Negative Loop" cases: When both spouses lack a sense of self-fulfillment and lack coping potential, however, they are supported by the military organization, the service-man will continue serving in the Armed Forces but merely out of inertia, feeling burnt-out and constantly struggling on the "home front". Similarly, if a service-man has a sense of self-fulfillment, but there is no coping potential within the family and no support is received from the military organization, he will be likely to remain in the Armed Forces, paying nevertheless a high toll with regard to his family and feeling bitterness toward the military organization.

## 7. Family Profiles

The model presented here constitutes an initial effort to explore the various processes that facilitate either "living in peace" or living in struggle" with the military-vs.-family conflict. The next

step of this exploration allows us to identify the specific profiles of families that can be categorized into either of these two categories.

Each family was described by a particular profile, extracted by trained judges\* from the interview protocols, and based on the following four dimensions:

1. Awareness with regard to military vs. family conflict (by both spouses, one of them, or neither).
2. Functional coping. Dealing practically with the daily life tasks, e.g., home maintenance, household chores, and child-care (by both spouses, one of the spouses or neither one).
3. Emotional coping. Examining feelings and thoughts and searching for solutions to cope with the military vs. family conflict (by both spouses, one of them, or neither of the spouses).
4. Satisfaction with the military family status, that is, an overall evaluation of whether both spouses are satisfied with being a military family, satisfaction is shared by only one of them in this respect, or lack of satisfaction by either of the spouses.

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\* Two judges from the research team endorsed the profiles to the families. Reliability checks yielded a range of 75% to 89% agreement between the two judges.



Interestingly enough, the analysis of family profiles in our sample revealed that, overall, families with profiles within the range of "living in struggle" were much more frequent (79 families) than families with profiles belonging to the - "living in peace" category (21 families). This finding suggests, that reconciling the competing demands of the military and the family constitutes a major challenge, that only a few manage to deal with.

The main features of the prevailing profiles within each category --"living in peace" and "living in struggle" are outlined below.

"Living in peace" - family profiles.

Three dominant family profiles within this category are presented here.

a. The "ideal pattern". Each spouse is well aware of the conflict between the competing demands of the military organization and the family, yet they both "share" the burden of functional and emotional coping and seem to be quite contented with their status as a military family. The families characterized by such "ideal" profile score high on all sources of strength, namely job factors, organizational support and couple factors such as mutual support and effective communication. Consequently, both spouses have a sense of self-fulfillment and considerably high coping potential. The prevailing coping modes used by these families involve taking responsibility upon one's self and attempting at mutual problem-solving, which are made possible through healthy interpersonal relationships. The constructive coping modes along with utilization of the support network (the wife-husband team, the extended families and close

friends) yield positive outcomes (successful coping) reflected also in the spouses' satisfaction with their performance as parents, overall family-life satisfaction, and satisfaction with their social life.

b. Two "Lone Wolves". Spouses in couples characterized by this profile do not perceive any military-vs.-family conflict. They both perform the household and family chores (functional coping), however they do not engage in emotional coping. Overall, they are quite satisfied with the military family way of life. Unlike the "ideal pattern" families, who "live in peace" due to constructive engagement with the conflict, here "living in peace" results from a "fortunate" compatibility in the spouses personalities. Neither partner has a strong preference for emotional introspection and deep interpersonal relationships. Instead, they are strongly task-oriented and hence need one another primarily for the coordination of their daily tasks. Presumably successful maneuvering between the military service and the family in terms of the concrete duties is sufficient for the spouses' satisfaction with the military way of life.

The "lone wolves" usually report reasonably high degree of self-fulfillment, and an adequate interpersonal communication. Their typical coping modes comprise attempts at finding instrumental solutions, which are quite fruitful. Their support system includes the extended families, who help with the daily chores, provide a financial assistance and occasionally give advises. The two "lone wolves" appear to be quite satisfied with their functioning as parents, with their social life and family life. Not surprisingly,

the wives' commitment to the military organization is of intermediate degree.

c. The "lone wolf" husband and the "home port" wife. This family profile closely resembles the pattern of a family with traditional sex-roles. The husband -the "bread-winner"- does not tend to share either his job-related experiences or any other feelings with the wife; The woman, frequently a housewife or a part-time employee in a non-career job (e.g. a low rank clerk), does not expect sharing feelings with her husband. Instead, she is quite prepared not only to perform all the house-hold chores and child-care duties, but also absorb the husband's military service-related tensions and help him "to recuperate" at home. Neither of the spouses experiences the military-vs.-family conflict, since they would have functioned exactly within the same traditional family framework if the husband had worked in a non-military setting. In terms of the model, the sources of strength and the coping factors reside solely within the wife, yet since such structure is concordant with the spouses' expectations, the "positive loop" is activated resulting in the final product of "living in peace", with the anticipated outputs of a sense of effective coping, family-life satisfaction and way-of-life satisfaction. The typical coping modes reported by these families comprise wives accepting responsibility for solving problems and avoidance of conflicts and problems by the husbands. The women are "blindly" following their partners anywhere the latter choose to turn.

Interestingly, the "home-port" wives tend to present a somewhat brighter picture than do the "lone-wolves" husbands. Conceivably,

such discrepancies constitute another indication of the wives's efforts to "protect" their husbands' equilibrium.

### "Living in struggle" - Family Profiles

Three dominant family profiles within this category are described below.

a. "The Frustrated Family". Both husbands and wives within this profile are aware of the the competing demands from the military organization and from the family system. The wives engage in functional coping without the husbands' collaboration. The latter are either physically inavailable or are unwilling to help with the daily family maintainance tasks. Emotional coping is a rare phenomenon in these couples, and obviously both spouses feel frustrated with the military way of life. Instead of sources of strength, these families are facing primarily sources of stress. One or both spouses typically do not have a strong sense of self-fulfillment, their support networks are inadequate and their interpersonal relationships are problematic. Such ample sources of stress adversely affect their coping potential. Coping factors turn into conflict factors. One way to deal with them is through defense mechanisms, namely by avoidance or temporary denial of problems. Another mode takes a destructive form, that is reflected in mutual blaming pattern of the spouses. Consequently, the entire family experiences a continuous struggle, which is evidenced by dissatisfaction of the spouses with their performance as parents, dissatisfaction with family life in general, dissappointing social life and ,of course, bitterness regarding their status of a military family.

A variant of the "frustrated family" is the "frustrated wife" profile, where inspite of ineffective coping, the husband seemingly feels quite satisfied with the military way of life. Such pattern can be found in cases where the husband does have a sense of self-fulfillment, and manages somehow to avoid being preoccupied with the military-vs.-family conflict (even though he is well aware of its existence). The woman feels abandoned in the struggle, and consequently frustrated in her status as a military wife.

b. The "Lone Wolf" and the Frustrated Wife. As was mentioned earlier, the family profile of either two "lonely wolves" or a "lonely wolf" and a "home-port" wife, can be conducive to "living in peace" with the military-vs.-family conflict. By contrast, a combination of a "lone wolf" and a frustrated wife paves the way to "living in struggle", primarily for the woman. The "lone wolf" is quite contented with the military way of life. In fact, he appears to barely realize that his military service has an adverse impact on the family life. Consequently, he tends to present a much brighter picture than does his spouse. The husband within this profile usually reports a strong sense of self-fulfillment, adequate interpersonal relationships (typically denies having interpersonal problems and conflicts), views the support system of the family as quite satisfactory, assesses his wife's and his own functioning as parents favorably, and claims to be generally satisfied with his family life.

A rather gloomy picture emerges out of the wives' reports within this profile. They do not have a strong sense of self-fulfillment, describe poor marital communication, lack of coping with problems and conflicts within the family, they are dissatisfied with their support

system, with their husband's performance as a parent and with overall family life. Not surprisingly do these women feel frustrated within the status of a military wife.

c. The "Entrapped Family". Both spouses in these families strongly experience the military-vs.-family conflict. They share the burden of daily family maintenance and household chores, yet seem incapable of handling the emotional aspects of the military vs. family conflict, and appear to be dissatisfied with the military way of life.

The sources of stress for the "entrapped" families are again associated with job factors, organizational factors (i.e., inadequate support from the military organization) and the couple factors, such as insufficient bilateral communication. The major adverse effect of these stressors is reflected in reduced coping potential of the couples. They do attempt to overcome that obstacle by searching for support. However minimal success is attained following such efforts, which results in a sense of entrapment in the military way of life by both spouses. Overall, it seems that the "entrapped" families strive to adjust to the military way of life, but lack the capability to reconcile the military and the family demands.

### Case Studies

In order to further enhance the vividness of family profiles, within the context of our model, two case studies are demonstrated below.

#### Case Study 1: "Living in peace" -- Two "Lone Wolves".

Family T includes four persons: The father, an intelligence officer and educated as an engineer, serves as a head of a staff branch; the mother, a school teacher; and two daughters, 8.5 and 6.5 years old. The family lives in a rural settlement in central Israel. Ms. T 's "business card" does not include the title - military wife. In fact, both spouses pursue independent careers - Ms.T in the area of education (she expects to be promoted into a school-principal in a few years), and Mr. T in the area of military technology (expects to be promoted in rank and to a position of a department head). They both perceive having interesting and challenging jobs, which give them a sense of self-fulfillment. Neither spouse feels that the military service impinges on the family life. While it is perceived by Ms. T as any other job, Mr.T does see his service as a "mission". He manages, however, to reconcile its demands with those of the family. The spouses have very clear task division at home --Ms.T being in charge of the household chores and child-care, whereas Mr.T is responsible for chicken-farming and home maintenance. Thus, according to the spouses, family life is "completely under control". They are quite satisfied with their performance as parents as well as with their interpersonal relations, neither spouse having a great need for sharing feelings or personal introspection (emotional coping

seems to be unnecessary). Both Ms. and Mr. T set the highest priorities at their personal careers, and keeping a "healthy" family (according to their mostly concrete needs and standards). As long as those are taken care of, the adult members of the T family are quite satisfied. When the T family performed the "family sculpturing" exercise, it provided some additional clues about the dynamics in this family. It was quite evident, for example, that the family was very highly task-oriented, which allowed to organize quite rapidly for the sculpturing. The adults were the initiators of the ideas and also in charge of their operationalization. Absence of one parent did not interfere with the capability of the remaining one to successfully complete the sculpturing task. In short, the "family sculpturing" task provided evidence consistent with the interview data regarding the capacity of that family to live in peace as a military family.

#### Case Study 2: "Living in struggle" - the Frustrated Family.

The Z family is comprised of 5 persons: The father, an NCO, in a training role in one of the Army bases; the mother, who is a housewife, and three children -- two boys, ages 13 and 14 and a six years old girl. Mr. Z believes in the importance of carrying on his military service, yet does not have a very strong sense of self-fulfillment, primarily due to the low status associated with being an NCO. Nevertheless, he does enjoy his military job. As far as the family domain is concerned, he feels guilty for not contributing in this arena. He usually returns home fairly late at night, quite exhausted and barely gets a chance to talk with his sons; the girl is generally asleep upon his arrival. His wife reports to him the daily events and hussles; no emotional communication is usually transmitted



between the spouses. Consequently, Mr.Z feels quite frustrated with his family life in general, and he is particularly dissatisfied with his functioning as a father. Ms.Z feels over-burdened with the family tasks, which are exclusively her share. ("My husband is a guest at home" -- Ms.Z). She manages to deal quite well with the daily routine (without any external help; both spouses claimed having no support concerning the family matters), but feels disappointed with the scarce and superficial marital communication, and with their failure in coping with the long-term consequences of the military vs. family conflict, especially with regard to the children.

The Z family also participated in the "family sculpturing", which provided further supporting evidence for the father's lack of involvement in the family life. The "sculptures" in this case involved primarily vignettes from daily life, suggested usually by the eldest son (who is the mother's closest ally and assistant within the family). The family managed to coordinate its actions quite well, while the father was mostly sitting or standing passively, awaiting instructions from the eldest son and the wife. During the stage when Ms.Z was removed from the scene, Mr.Z felt quite "helpless". Finally, the scene displayed was a struggle between the two brothers (again suggested by the eldest son), the girl refused to participate, Mr.Z was unable to convince her to take part in the "game" and he himself finally attempted to separate the two boys. Later, Mr.Z commented (sorrowfully) on his troubles at getting the children organized since he hardly knows them. He would have been much better off, he claimed, if had been assigned to carry out a similar task with his soldiers....

## MAJOR IMPLICATIONS

The major implications of the current research are summarized below.

1. Wives seem to play a dominant role in the husband's decision to pursue a military career. As long as they support such decision, have a sense of self-fulfillment, and manage to muster support for managing the family life, the husband can "safely" plan a long-range military career.

2. There are two kinds of commitment of the military wives:

a. to the husband, that is, she will follow her spouse in any direction he chooses to turn, including when he decides to resign from the military.

b. to the military organization, namely the wife wholeheartedly believes and is committed to the military way of life.

3. Even in nationally committed military (e.g., IDF), personal factors such as job-satisfaction and self-fulfillment carry at least as much weight as patriotism and a sense of "national duty".

4. The military-vs.-family conflict is rudimentary and has far-reaching consequences for various aspects in family-life, such as parents-children relationship, marital relationship and overall family "health" and happiness.

5. Major factors of the family "survival" in the military vs. family conflict comprise: job factors, organizational support for the family and the quality of the spouses' relationship. These factors can serve as either sources of strength or sources of stress.

6. There are several different family profiles of "living in peace" and "living in struggle" with the military vs. family conflict. These do not necessarily conform with the prevailing notion that constructive coping requires directly confronting the conflict issues (e.g., the Two "lone wolves" family profile).

#### SUGGESTIONS FOR FUTURE RESEARCH

Two distinct directions for future research are pointed out.

1. A supplement for the current study. So far we have portrayed and analyzed the family side of the military-vs.-family conflict. There is a need, however, to examine the consequences of the various family profiles among military families on the serviceman's performance within his unit. The variables of interest may be his level of performance and job effectiveness (as evaluated by his peers, subordinates and commanders) his career path (especially promotion rate and pattern), and attrition/retention tendencies.

2. Extension of the current project to cover additional populations, such as: career women in the permanent corps services, dual military families and families of reservists. It would be of interest to examine the extent of generalizability of our findings to these new populations as well as elucidating any unique elements.

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# Appendix 1 Description of the Research Sample

### 1. Return Rates: (250 letters)

Positive	40%
Negative	20%
Did not respond	35%
Incorrect address	4%
Not needed for the sample	1%

Reasons given for negative responses – medical, not interested, practical (inconvenience), retired from the army.

### 2. The Sample:

Total 100 families:

	ARMY		AIR FORCE		NAVY	
	C	NC	C	NC	C	NC
Officers	21	21	10	5	4	3
NCO's	9	10	-	6	6	5

C=combatant

NC=noncombatant

## Appendix #2

### Husband Interview

In this interview we attempt to examine how your family life fits in with your military service. We are interested in getting as complete picture as possible and therefore address most of the areas related to your daily life.

Let's begin with your military service.

1. To what extent do you consider your military service a regular occupation as any other occupations?

Unique and non-unique aspects of the military service.

2. Lets move now to feelings regarding your military service. Now you please tell me some of your feelings about the service?

a. sense of achievement, pride, satisfaction with the military service in general and specifically with your job.

b. How did those feelings evolve?

c. Does he compare himself with someone, if yes, with whom?

The objective here is to examine whether any of the feelings mentioned above result in him or her being able to compare his or her interviewee makes with other people in the military or outside the military. Who are the subjects of such comparisons and what steps if they involve?

d. Can you, please, tell me about your relationships with other people in the service.

e. Do you have any friends in your unit from whom you can get an

advice and help?

b. What about peers, commanders and subordinates, can you get any advice or help from them? If so, in what areas?

c. How do you feel about that?

d. Do you attribute the patterns of relationships you have just described to your military service? Would it be different, if you worked elsewhere (outside the military)?

4. Do you have any future plans in the military?

a. continuation of the military service: pros and cons

b. expectations regarding professional advancement and promotion in ranks.

5. In general, do you involve your wife in your service life?

a. frequency of army related topics in your conversations

b. the nature of such communication, i.e., sharing information, asking for advice, searching solution for a problem, etc.

c. your wife's reactions

d. how do you feel about it

6. I would like to turn now to your family life.

Can you please describe in general your family life.

a. family functioning, division of labor, relationships among family members (including some examples)

b. to what extent the military service has an impact on the family life? (would it be different if did not serve in the army?)

c. How do you feel about your family life?

d. Is there anything you would like to change in your family life? if

yes, why?

7. Is there anything unusually stressful in your family life?

(This question should focus on stressors that are not considered conflicts. The next question centers around conflicts.)

a. What kind of topics create stress for you? Can you please give some examples.

b. To what extent do you attribute stress experienced by your family to your military service (Do you think similar stress would be experienced if you did not serve in the army?)

c. Do you feel that you experience more or less stress in comparison to civilian families, or other permanent army families. Which servicemen families does he compare his family?

8. In every family certain topics or situations lead to conflicts. How about your family?

a. areas of conflicts (examples)

b. situations leading to conflicts (examples)

c. attributions of causes attributions of blame, who, attributions to military service?

d. consequences of conflicts for the family

e. How does he feel about the above?

9. How do you usually cope with stress, problems and conflicts in your family?

a. what are the typical modes of coping in your family? (examples)

b. Is there any family member who is more successful in solving conflicts or problems than others. In what areas?

(examples)

c. Unresolved issues (conflicts and problems)

d. In general, how successful is your family in coping with the problems and conflicts you experience? (strengths and weaknesses in coping with problems and conflicts)

e. Joint coping and problem solving (coordination, exchange of ideas, who initiates, agreement on solution). Please give some examples.

f. Attribution of coping modes to military service.

g. Is there anybody who can help in coping with problems and conflicts (family of origin, friends, professional agencies, etc.)

10. Lets talk now about patterns of communication in your family.

How would you rate the quality of communication in your family?

a. patterns of communication: who talks to whom? about what? To what extent is there captive audience? To what extent is each one of the spouses updated about what happens to the other?

b. strengths and weaknesses in communication patterns

c. Typical content areas communicated

d. topics not discussed: content areas: negative feelings, stress-related issues, emotional level

e. mutual understanding of the other's

f. attribution of communication patterns to military service

11. Let me ask you now a few questions about your wife.

In general, how does she cope with your military service?

a. In what areas does she manage well versus other areas where she may have some difficulties (as related to husband's absence and involvement in family chores). How does she feel about that? Is she

view).

b. Does he feel he can rely on her while absent? (Things go well at home).

c. Does he feel his wife can rely on him when necessary? To what extent does it happen? In what areas does the wife seek his help?

12. Does your wife share your commitment to the army, in general, your specific role in the army?

a. how is such sharing expressed?

b. does she share any doubts you may have regarding the military service?

c. do you feel your commitment "commits" your wife and the entire family as well? How do you feel about that?

13. Does your wife work outside the home? Does she study?

Are you satisfied with her occupational status? Do you feel that you give her support? Does she acknowledge that? Or does she complain? Is there anything that you would like to change about your wife's situation?

14. Let us talk about you as a parent.

Can you tell me please some details about your children, e.g., number of children, ages, sex, etc. Can you describe some general features in your relationship with them.

a. your involvement in child rearing.

b. difficulties with the children and modes of solving examples

c. How close do you feel with your children - if old enough - do they identify with him?

- d. any consequences of his military service on the relationships with the children and their up-bringing
- e. satisfaction with all of the above.
- f. overall evaluation of your wife and yourself as parents, anything you would like to change, to improve?

15. Let's talk a bit about your accomodation arrangements. Please tell me some facts about it (location, a type of living arrangement, etc..)

- a. advantages and disadvantages of that arrangement: community services, neighbors, schools, entertainment, shopping centers, distance from workplace for you and for the wife, public transportation, etc.
- b. How do you feel about your apartment or home (size, the physical layout, etc.)?
- c. Would you like to live elsewhere? If yes, why?
- d. Do you attribute a-- to your military service?

16. Let's turn to your social network. Can you please describe it?

- a. Who are your friends, are they mutual friends of your wife and yours? How did you get acquainted with them, through the army through your wife.
- b. How often do you get together?
- c. Does your wife enjoy spending time with your friends? Do you enjoy spending time with her friends?
- d. How satisfied are you with your social life?

17. How do you spend your leisure time (patterns of leisure time, with whom)?

- a. evenings and weekends
- b. holidays and vacations
- c. satisfaction with amount of leisure time and with the quality
- d. your preferences versus your wife's preferences
- e. impact of his military service on your leisure time

18. In your opinion, how does the Israeli society view the permanent army corps? (Do you feel they have some special regard for you? would you say that there is high prestige associated with serving in the permanent army? How do you feel about it? Can you please give some examples)

19. How do you feel about the general attitude of the IDF toward the military families?

- a. the army as an organization
- b. your direct commanders
- c. norms in your unit (i.e., to what extent is it legitimate to address family related issues?)

20. Is there anything that the IDF could do for you aside from all the things they are taking care of already?

21. We are just about done with the interview, would you like to add anything at this point, any issues we have not touched upon.



supplement those we have talked about....?

Appendix # 3

Husband Questionnaire

Part A.

Demographic Information

Birth Date: \_\_\_\_\_

Father's Birth Place: 1. Israel 2. North Africa or Asia 3. Europe or Anglo-Saxon Countries

Your Birth Place: 1. Israel 2. North Africa or Asia 3. Europe or Anglo-Saxon Countries

Immigration Date to Israel (if not born in Israel) \_\_\_\_\_

Education: 1. Elementary School 2. Junior High-School  
3. Senior High-School 4. Post High School but non-academic  
5. Academic Degree

Civilian Occupation (Profession) 1. No 2. Yes, what is it?

Years in permanent corps \_\_\_\_\_

Has your service in the permanent army been continuous since your release from the compulsory service? 1. Yes 2. No.

In which branch of the IDF do you serve?

Your rank:

How long do you have the current rank?

When do you expect to be promoted?

Current military occupation (profession):

How long have you served in that occupation?

Distance of your military base from your dwelling area:  
1. same city 2. up to one hour driving 3. up to two hours driving 4.  
up to three hours driving 5. more than three hours driving

How often do you come home? 1. every day 2. every 3-4 days  
3. once a week 4. once in two weeks 5. once a month

In general, what time do you return home from the army base?  
1. around 6 pm. 2. between 6 and 8 pm. 3. after 8 pm.  
4. cannot generalize

How certain are you in advance about the time you finish working?  
very certain not certain at all

To what extent do you get emergency calls or other business calls from the army while being at home?

to a large extent

not at all

7

1

In what type of unit do you serve?

1. front line 2. rear 3. other (please specify: )

How do you define your current service?

1. combat 2. non-combat 3. other (please specify: )

Have you participated in any educational programs or professional studies sponsored by the army (in Israel or abroad)?

1. never 2. once 3. twice - four times 4. more than four times

Total duration of those programs (in months): \_\_\_\_\_

Are you entitled to use an army vehicle for non-business purposes? 1. Yes, fully 2. yes, 50% 3. yes, rarely 4. no, I cannot use an army vehicle

How would you rate your financial situation?

excellent

extremely poor

Has anybody from your family of origin served in the permanent corps?

1. no 2. yes, please specify type of relation, dates served in permanent corps and his/her military rank.

## Part B

### Military Service

How interesting is your job?

very interesting

not interesting at all

7

To what extent do you have a sense of accomplishment in your job?

to a large extent

not at all

7

To what extent are you successful at your work?

to a large extent

not at all

7

1

To what extent are you adequately rewarded (wages and other material rewards) for your work?

as much as I deserve

much less than I deserve

7

How much satisfaction do you have from your work?

great deal

no satisfaction at all

7

1

How often do you experience lack of activities at work?

always	never
7	1

How often do you feel overloaded?

always	never
7	1

To what extent do you feel that you have to prove yourself all the time?

to a large extent	not at all
7	1

To what extent do you feel stressed and have difficulties in decision making (as a result of lack of necessary information, lack of time to think, etc.)?

to a large extent	not at all
7	1

What degree of physical risk does your job involve?

a high risk	no risk
7	1

To what extent are there environmental hazards at your work (noise, heat, cold, pollution, discomfort, etc.)?

to a large extent	not at all
7	1

To what extent bureaucratic, administrative and organizational issues interfere with your efforts to accomplish your missions at work?

to a large extent	not at all
7	1

How often do you feel that you cannot fully accomplish your tasks and commitments?

Always	Never
7	1

How often do you feel stressed with regard to fulfilling your commitments and meeting deadlines?

Always	Never
7	1

How often different people at work present you with conflicting requirements?

Always	Never
7	1

How crucial can be the consequences of decisions you make while on the job?

Very large extent	Not crucial at all
7	1

How often are you required to work in hard physical conditions  
(physical strain, sleep deprivation, etc)?

Always

7

Never

1

The next few questions concern different people with whom you are  
working.

To what extent can you share with other people responsibilities and  
commitments?

To a large extent

7

Not at all

1

To what extent can you share with others your job related burden?

To a large extent

7

Not at all

1

To what extent do you get sympathy from other people at work?

To a large extent

7

Not at all

1

To what extent do you get appreciation from other people at work?

To a large extent

7

Not at all

1

To what extent can you share your work-life with your family members?

To a large extent

7

Not at all

1

To what extent do you get support and understanding regarding the  
military service from your family members?

To a large extent

7

Not at all

1

To what extent can you get actual help or advice with regard to job  
related problems from your family members?

To a large extent

7

Not at all

1

Part C

Family Life

To what extent do you share your feelings with your wife when:  
all the responses are given on seven point scales.

You feel sympathy for her

You feel happy

You feel angry with her

You feel distressed due to your work

You feel sad

You feel worn out as a result of extreme burden on you

you feel she did something wrong with respect to your children or household related issues  
you are disappointed with her  
you think she coped well with children related or household related issues  
you feel grateful to her due to something she did for you  
you feel insulted as a result of something she did or said

To what extent does your wife share with you her feelings when:

she feels sympathy for you  
she feels happy  
she is angry with you  
she is distressed because of her work  
she feels sad  
she feels worn out as a result from an extreme burden on her  
she thinks you did something wrong concerning your children or with respect to household issues  
she thinks you coped well with children related or household related problem  
she is disappointed with you  
she feels insulted as a result of something you did or said  
she feels grateful to you for something you did for her

Most people experience occasional disagreements in their relationships. Please rate the extent to which your wife and you agree or disagree with regard to the following issues. In addition please rate how important each of those issues are for you. All the responses, disagreement and importance, are given on 6 point scales with additional category of irrelevant.

Financial matters  
Plans for holidays and vacations  
Religious matters  
Expression of feelings  
Socializing with friends  
Sex  
Her or your habits  
Your behavior with respect to in-laws  
Your behavior toward your parents  
Goals and important decisions  
Your military career  
Household chores  
Leisure time  
Decisions regarding your wife's career  
Your wife's behavior with respect to your children  
Purchase of a new car  
Continuation of your military service  
Your wife's education  
Moving to another apartment  
Your behavior with respect to your children  
Bringing work-related problems home  
Romantic relations with others  
Political attitudes

When your wife criticizes you or complains against you, how often do you feel that:

always

7

never

1

She cannot understand the kind of stress you experience.

You cannot understand the kind of stress she experiences.

She comes with too many demands to you with regard to family and household issues.

At home, actually "gave up" on you with respect to family and household issues.

You feel guilty for not devoting enough time to your family and to your household.

Your wife does not have any rights to put demands on you.

Your military service puts at risk your family life.

You do not have any rights to react against your wife since you do not share the family burden.

You tend to use arguments such as "emergency call", "operational activities", etc., to justify long hours at work or absence.

You feel that such arguments can indeed convince your family.

Overall, when you think about satisfactions and difficulties in your daily family life, to what extent do you feel the following:

to a large extent

7

not at all

1

worried

tense

bored

frustrated

relaxed

neglected

satisfied

depressed

feel guilty

stressed

"out of it"

"o.k."

helpless

How satisfied are you with your marriage?

very satisfied

7

very dissatisfied

1

How satisfied are you with your wife as a spouse?

very satisfied

7

very dissatisfied

1

How satisfied are you with the relationship between your wife and you?

very satisfied

7

very dissatisfied

1

Part D

Parenting

response options:

to a large extent

not at all

7

1

irrelevant

How satisfied are you with the relationship between your children and you?

How satisfied are you with the relationship between your children and your wife?

To what extent do your children experience difficulties as a result of your wife's work outside the home?

To what extent do you feel that you are "giving" enough to your children?

To what extent do you feel that your children are proud of their father?

To what extent do your children perceive you as a target for modelling and admiration?

To what extent do you feel guilty with respect to your relationships with the children?

To what extent do you feel involved in your children's up-bringing?

To what extent do you feel that your children are close to you?

To what extent are your children affected by your absence?

To what extent do your children experience difficulties as a result of your military service?

To what extent do you feel that your children are a considerable burden on you?

To what extent are you involved in decision making concerning your children?

To what extent does your military service have an adverse impact on the relationships with your children?

In comparison to other permanent corps soldiers, you invest quite a lot in your children.

In comparison to fathers who do not serve in the permanent corps, you invest quite a lot in your children.

Part E

Work Life and Non-Work Life

What is more important to you, your work or your non-work life?

non-work life      both are equally      work  
important

7

4

1

How often do you experience conflicting demands from your work and from your non-work life?

always

sometimes

never

7

4

1

How much importance do you attach to success in your job versus success in your non-work life?

most important  
to succeed

success in both  
equally

most important  
to succeed



at work	important	in non-work life
7	4	1

To what extent do you tend to think about job related issues after work?

very often	sometimes	never
7	4	1

To what extent do you tend to think about non-job issues (e.g., family problems, hobbies etc..) at work?

very often	sometimes	never
7	4	1

To what extent do you tend to discuss non-job issues with your colleagues at work?

very often	sometimes	never
7	4	1

To what extent do you tend to discuss job related issues after work?

very often	sometimes	never
7	4	1

To what extent are your co-workers also friends after work?

most of my co-workers my friends as well	some of my co-workers are my friends as well	none are are my friends
7	4	1

To what extent are your friends' occupations similar to your occupation?

to a large extent	not at all
7	1

To what extent does your family socialize with your friends' families?

to a large extent	not at all
7	1

To what extent do you feel that your work life spills over to your private life?

to a large extent	not at all
7	1

To what extent do you feel that your private life spills over to your work life?

to a large extent	not at all
7	1

People vary in the weights they assign to work life and to non-work activities. How would you rate yourself regarding these issues?

mostly interested in work	equally interested in both	mostly interested in non-work activities
2	4	1

How frequently do you telephone from home or are contacted from work at home with respect to job related issues?

very frequently  
7

never  
1

How frequently are you contacted at work regarding non-work life?

very frequently  
7

never  
1

How frequently do you telephone home from work to check "what's up"?

very frequently  
7

never  
1

How often are you concerned at work regarding the situation at home?

very often  
7

never  
1

How often are you concerned at home about what is happening at work?

very often  
7

never  
1

To what extent do you feel that your career and your role in the family pose contradictory demands on you?

to a large extent  
7

not at all  
1

To what extent does your military service influence the relations between your work life and non-work life?

to a large extent  
7

not at all  
1

Part F

QUESTION

When you need actual help or advice in your private life, to what extent can you rely on:

(all the responses are given on 7-point scales)

your wife

your family of origin

your wife's family of origin

colleagues at work

friends not from work

Overall, to what extent can you get help or advice in your private life when you need it?

When you need support and encouragement in your private life, to what extent can you rely on:

your wife

your family of origin

your wife's family of origin

colleagues at work

friends not at work

Overall, to what extent can you get support and encouragement in your private life when you need it?

### Part G

#### Attitudes and Feelings

This part of the questionnaire deals with your recent feelings and thoughts with respect to your life.

For each item, please select one of the following alternative responses:

1. never
2. hardly ever
3. rarely
4. sometimes
5. frequently
6. usually
7. always

How often do you feel that you cannot control important events in your life?

How often do you become angry as a result of unexpected events?

How often do you feel that you cope successfully with important changes in your life?

How secure do you feel in your capability to cope with your personal problems?

How often do you feel that everything goes well in your life?

How often do you feel stressed or nervous?

How often do you feel that you are overwhelmed with important events?

How often do you feel that you manage to deal with all of your affairs in an efficient manner?

How often do you feel that you are in control of your life?

How often do you feel that your trouble comes up with you that is unexpected to you and others?

How often do you feel that you do not have any control over your life?

How often do you feel that you are not in control of your life?

How often do you feel that you are in control of your life?

How often do you feel that you are in control of your life?

feel depressed  
"had a good day"  
physically worn out  
emotionally worn out  
feel happy  
feel that "I have had it"  
feel miserable  
feel anxious  
feel trapped  
feel lack of self-esteem  
feel exhausted  
worried  
disappointed and feel distance from people  
feel weak  
hopeless  
feel that you reject people  
optimistic  
full of energy

Overall, when you think about your life recently, to what extent do you feel.....

satisfaction  
happy  
self-actualization  
dealing with important matters in your life  
you are worth at least as much as others  
you are capable of doing things at least as well as others  
that you have enough leisure time

To what extent do you occasionally think that if you could choose again, you would have preferred doing different things from the ones you are doing today?

If you were at the beginning of your professional pathway, to what extent would you tend to join the permanent corps?

To what extent would you recommend to your children to join the permanent corps?  
When your current contract with the army ends, to what extent do you tend to renew it?

To what extent does your wife support you with respect to renewal of your contract with the army?

#### Part B

The following items deal with your thoughts and feelings about the army and the state of Israel. Please, indicate the degree of your agreement or disagreement with each statement below:

I feel that service in IIF - in the permanent corps provides me with high prestige.

Due to its importance, the best people have to serve in the army.

Relative to other occupations, military service has the largest contribution to the Israeli society.

Overall, IDF as an organization fulfills all of its functions.

IDF is the model in Israeli society as far as values are concerned.

I am proud to serve in IDF.

IDF has a considerable contribution to society and to the state beyond its major mission as an army.

I think that IDF is very successful in performing its missions.

Israel can take pride in its army.

People continue serving in IDF primarily because they do not want to lose their pensions.

Often people remain in IDF because they do not have an alternative outside.

Military service is not different from any other occupation.

Military service constitutes a national mission.

Even when I am critical with regard to IDF, I refrain from voicing it outside the army.

If it was possible I would prefer to live outside Israel.

It is our duty to act for immigration of all the Jews to Israel.

I live in Israel out of patriotism.

Israel is the only place where Jews can live in security.

I live in Israel because I do not have the possibility or the energy to emigrate.

I do not think that I can live for long periods of time in any other country.

Israelis that emigrate should be reproached.

# APPENDIX #4

## Description of the Indices

DOMAIN	INDEX NAME	INDEX SOURCE	EXAMPLES OF INDEX ITEMS
Service/ job features	"enriched" job	interview	influence, autonomy, authority, importance and promotion.
	service/job satisfaction	interview and questionnaire	"How much satisfaction do you have from your work?"
	service/job stress	questionnaire	"How often do you feel stressed with regard to fulfilling your commit- ments and meeting dead- lines?"
Family Life interview responses	conflicts	interview	derived from content analysis of the
	stress	interview	
	parenting evaluation	interview	
	negative feelings about one's family life	questionnaire	"To what extent do you feel worried in your daily family life?"  "To what extent do you feel frustrated in your daily family life?"
	Support in family matters	questionnaire	"When you need support and encouragement in your private life, to what extent can you rely on your spouse, family of origin, colleagues at work, and friends?"
	Advice in family life	questionnaire	"When you need actual help or advice in your private life, to what extent can you rely on your spouse, family of origin, colleagues at work, and friends?"

DOMAIN	INDEX NAME	INDEX SOURCE	EXAMPLES OF INDEX ITEMS
	coping potential	interview	derived from content analysis of the interview responses
	coping success	interview	
	family-life satisfaction	interview	
Spouses Relation- ship	communication effectiveness	interview	derived from content analysis of the interview responses
	marital satisfaction	questionnaire	"How satisfied are you with your marriage?"
	reliance on spouse	interview	derived from content analysis of the interview responses
	negative influence of military service	questionnaire	"To what extent do you feel that your military service endangers your family life?"
	wife's commitment to the husband's military service	interview	degree of wife's commitment.
	spouse's support for extension of military service	questionnaire	"To what extent does your wife support you with respect to renewal of your contract with the army?"
	recommendation to children to choose the military way of life	questionnaire	"To what extent would you recommend to your children to join the permanent corps?"
	Serviceman plans to continue military service	questionnaire	"When your current contract with the army expires, to what extent do you intend to renew it?"
Personal Feelings	self-fulfillment	interview	derived from content analysis of the interview responses.

DOMAIN	INDEX NAME	INDEX SOURCE	EXAMPLES OF INDEX ITEMS
Personal Feelings	positive view of oneself	questionnaire	"When you think about your life recently, to what extent do you feel you are worth at least as much as others?"
	depression	questionnaire	"How often do you experience the following: feel depressed. feel miserable. feel trapped....?"
Attitudes and Policies of the Military Organization	the military organization	interview	The attitude of the military organization
toward Families	the commander	interview	The attitude of the commander
	the unit norms	interview	The unit norms regarding families



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